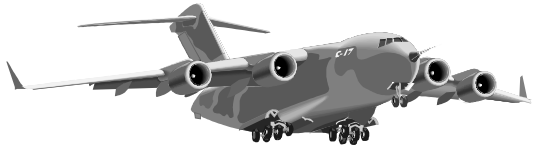
LCCEP



LOGISTICS CIVILIAN CAREER ENHANCEMENT PROGRAM

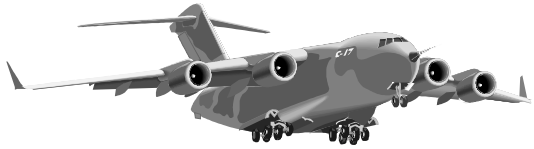
LCCEP

FOR LOGISTICIANS -- BY LOGISTICIANS

BRIEFING FOR HILL AFB UT

12-13 DEC 01

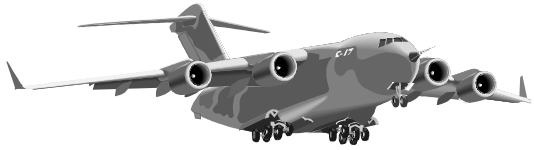
LCCEP



OUTLINE

- *PROGRAM OVERVIEW*
- *WHOLE PERSON SCORE (WPS)*
- *CERTIFICATE PROCESSING*
- *DEVELOPMENT OPPORTUNITIES*
- *CAREER BROADENING PROGRAM*
- *PALACE TEAM*

LCCEP

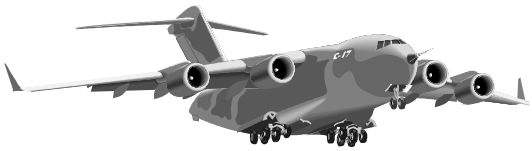


PROGRAM OVERVIEW

- *LCCEP DESIGNED TO ENCOURAGE & MANAGE THE DEVELOPMENT OF EMPLOYEES TO THEIR FULLEST POTENTIAL TO MEET THE LOGISTICS NEEDS OF THE AIR FORCE*

- *GOALS*
  - *DEVELOP PROFESSIONAL CIVILIAN LOGISTICIANS*
  - *PROVIDE THE MOST HIGHLY QUALIFIED PEOPLE FOR JOBS*
  - *IDENTIFY HIGH POTENTIAL REGISTRANTS*
  - *ENCOURAGE REGISTRANTS TO BROADEN EXPERIENCE*
  - *REMOVE BARRIERS TO AFFIRMATIVE EMPLOYMENT OBJECTIVES*

LCCEP



RVIEW

POLICY COUNCIL
Co-Chair, Mr. Ronald Orr - HQ USAF/IL
Co-Chair, Mr. Garry Richey - HQ AFMC/LG

PALACE TEAM
Chief, Mr. Jeffrey Allen

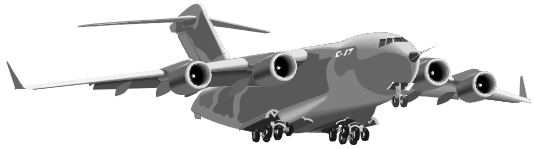
Career Development Panel
Chair, Ms. Susan O'Neal
- Training Programs
- Development Programs

Executive Resources Panel
Chair, Mr. James Culpepper
- WPS Elements/Process
- Interview Cycles

PEP/Position Panel
Chair, Mr. Gene Hathenbruck
- Position Coverage
- Develops/Maintains PEPs
- 9 PEP Work Groups

AS OF 30 NOV 01

LCCEP



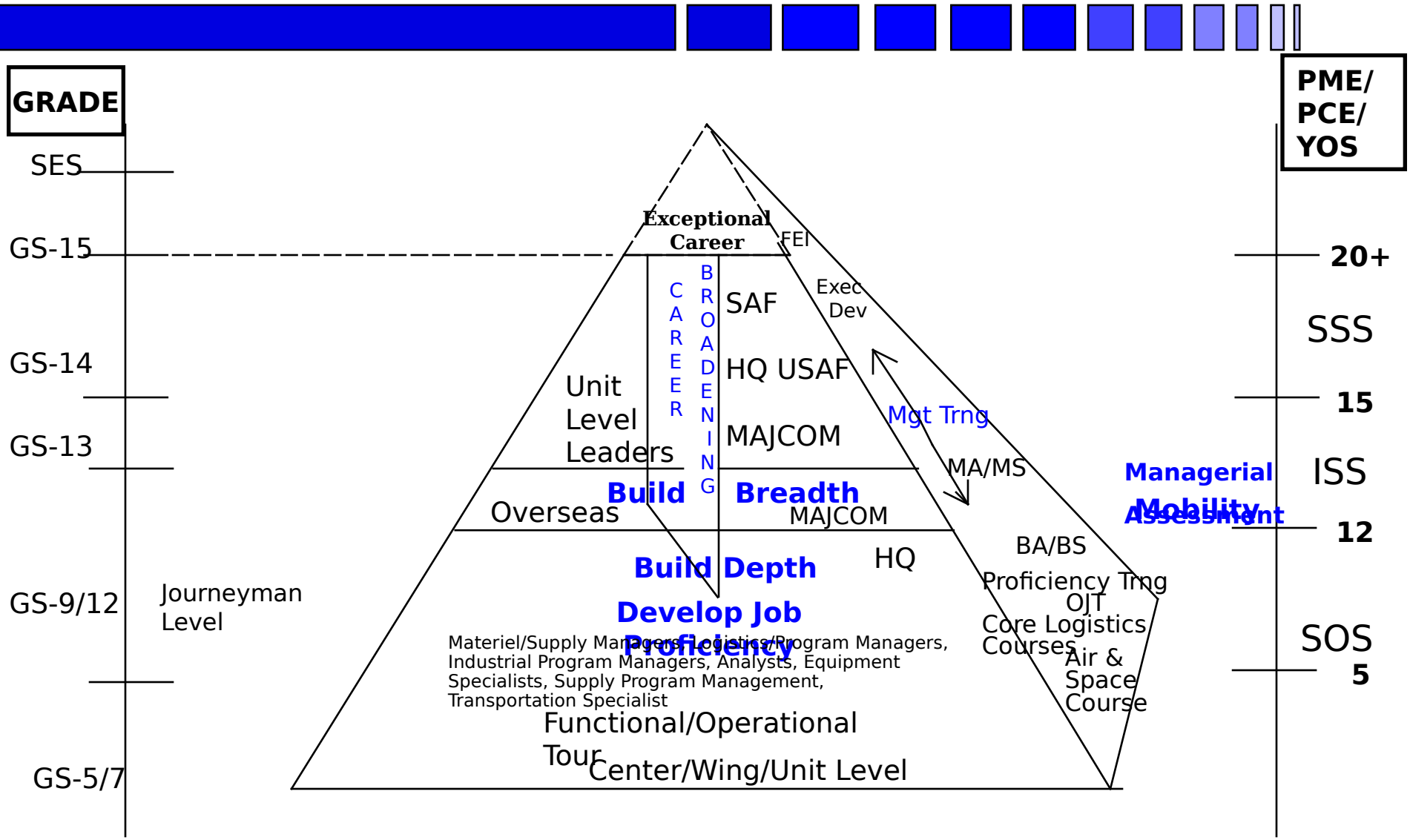
PROGRAM OVERVIEW

WHAT WE DO

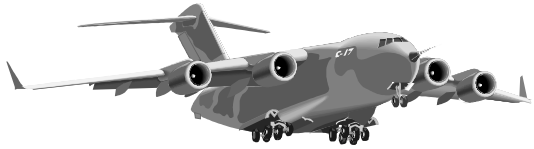
- FILL CAREER PROGRAM JOBS
  - COMPETITIVE
  - MGMT REASSIGNMENT
  - PROMOTION EVALUATION PATTERN (PEP)
- CAREER DEVELOPMENT
  - TUITION ASSISTANCE
  - SHORT-TERM TRAINING
  - LONG-TERM TRAINING
  - CAREER BROADENING
  - PALACE ACQUIRE INTERNS
- CAREER COUNSELING
- POSITION MANAGEMENT
- WHOLE PERSON SCORE
  - WPS INTERVIEWS
  - WPS FEEDBACK
- WORK FORCE ANALYSIS

LCCEP

CIVILIAN LEADERSHIP FRAMEWORK



LCCEP



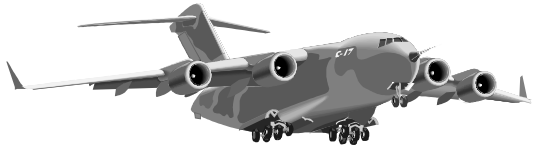
PROGRAM OVERVIEW

SERIES/GRADES COVERED

- *21 OCCUPATIONAL SERIES*
- *POSITIONS ADMINISTERED GRADES 12-15*
  - *OFFICER/ADMINISTRATOR 301**
  - *PROGRAM ANALYST 343**
  - *LOGISTICS MANAGEMENT 346*
  - *MAINTENANCE 1101* 1152 1601*
  - *TECHNICAL 1101* 1670*
  - *QUALITY 1910**
  - *SUPPLY 2001 2003 2030 2050*
  - *INVENTORY MANAGEMENT 2010*
- *POSITIONS ADMINISTERED GRADES 11-14*
  - *PACKAGING 2032*
- *POSITIONS ADMINISTERED GRADES 9-15*
  - *TRANSPORTATION 2101 2102 2130 2131 2144 2150*

**SHARED SERIES*

LCCEP



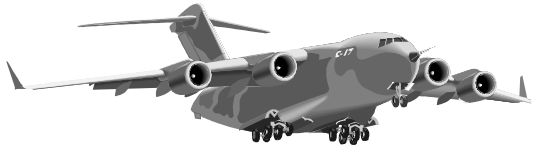
PROGRAM OVERVIEW

POSITION/REGISTRANT GRADES

	COVERED POSITIONS		REGISTRANTS	
GS-15	89			204
GS-14	301			583
GS-13	1,121			2,285
GS-12	1,716			4,699
GS-11	63		2,731	
GS-10	18		24	
GS-9	71			475
OTHER GS		0		310
WAGE SERIES	0		376	
TOTAL		3,379		11,687

AS OF 30 NOV 01

LCCEP



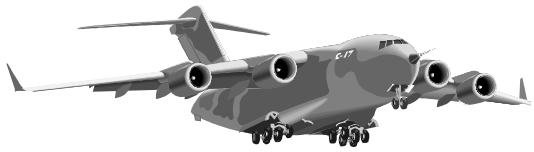
PROGRAM OVERVIEW

HILL AFB POSITION/REGISTRANT GRADES

	COVERED POSITIONS	REGISTRANTS
GS-15	21	20
GS-14	47	68
GS-13	149	255
GS-12	195	820
GS-11	7	569
GS-10	0	0
GS-9	4	50
OTHER GS	0	12
WAGE SERIES	0	41
TOTAL	423	1,835

AS OF 30 NOV 01

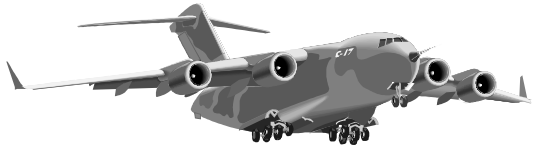
LCCEP



WHOLE PERSON SCORE (WPS)

		GS-9/12	GS-13/14
EXPERIENCE		80	80
MULTI-OCCUPATIONAL SERIES	24		
MULTI-COMMAND	16		
MULTI-LEVEL	16		
MANAGEMENT/SUPERVISORY	24		
EDUCATION		80	80
FORMAL EDUCATION	48		
PROFESSIONAL MILITARY EDUCATION		12	
PROFESSIONAL CIVILIAN EDUCATION		12	
CERTIFIED PROFESSIONAL LOGISTICIAN		8	
PERFORMANCE APPRAISAL		100	100
ASSESSMENT	120		
INTERVIEW			(120)
MAXIMUM POSSIBLE		260	380

LCCEP

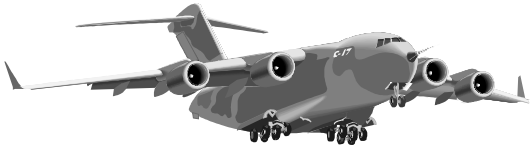


CERTIFICATE PROCESSING

PEP WORK GROUPS

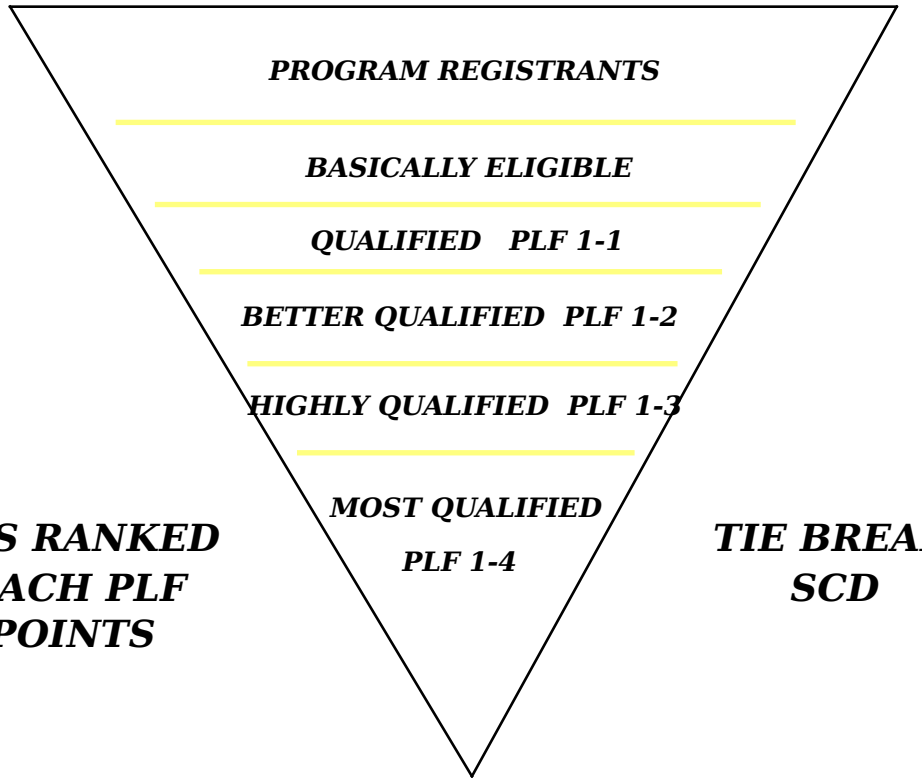
WORK GROUP	CHAIR	OCC SERIES
ACQUISITION LOGISTICS	MR. RICHARD A. RICH, OC-ALC/LA	ALL
INVENTORY MANAGEMENT	MS. DEJUANA J. HOWIE, OC-ALC/LGM	2010
LOGISTICS	MR. RICHARD A. RICH, OC-ALC/LA	346
MAINTENANCE	MR. JOHN F. STALLINGS, OC-ALC/LIP	1101, 1152, 1601, 1910
PROGRAM ANALYST	MS. VIRGINIA L. WILLIAMSON, MSG/IL	343
SUPPLY	MS. PATRICIA R. MARTIN, WR-ALC/LN	2001,2003,2030,2050
TECHNICAL	MR. ERNIE A. PARADA, OO-ALC/LH	1101, 1670
TRANSPORTATION	MR. HOWARD W. ENGLISH, AFMC LSO/LO	2032, 2101, 2102, 2130 2131, 2144, 2150
OFFICER/ADMINISTRATOR	MS. JUNE M. TAYLOR, WR-ALC/LK	301

LCCEP



CERTIFICATE PROCESSING

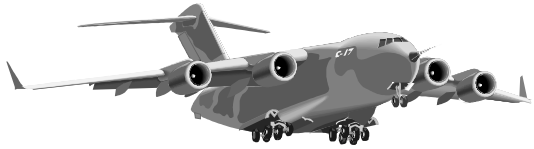
PEP PROCESSING
GRADE 13 AND BELOW



CANDIDATES RANKED WITHIN EACH PLF BY WPS POINTS

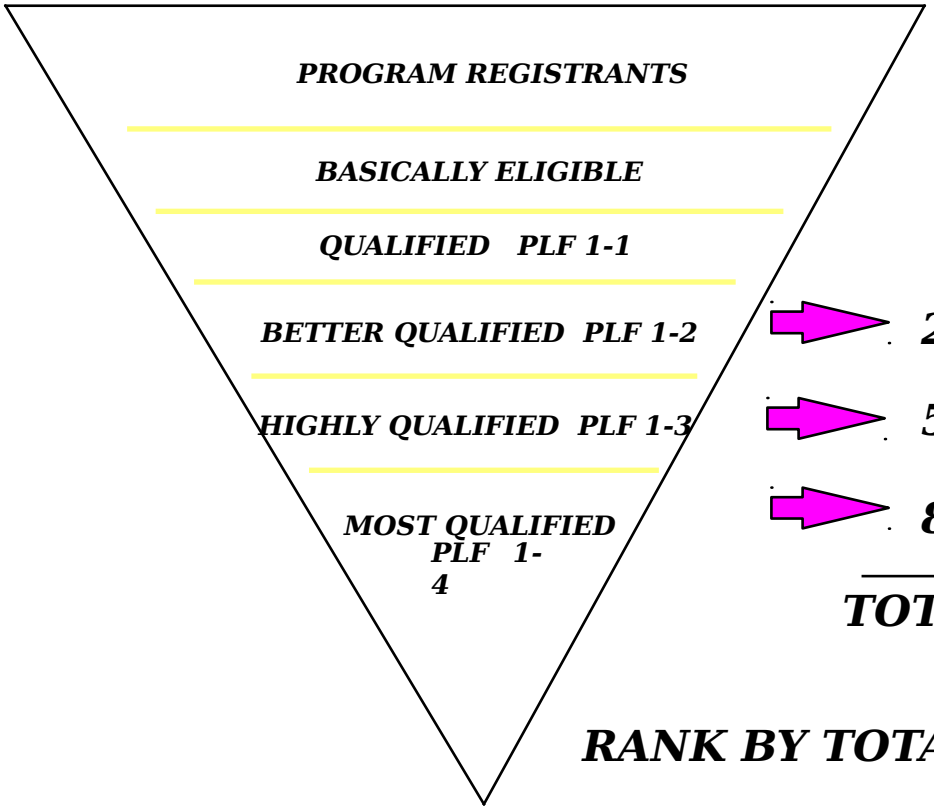
TIE BREAKER SCD

LCCEP



CERTIFICATE PROCESSING

PEP PROCESSING
GRADE 14 AND 15



WPS

+

26 PTS

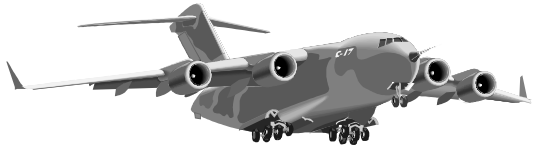
53 PTS

80 PTS

TOTAL PTS

RANK BY TOTAL POINTS

LCCEP



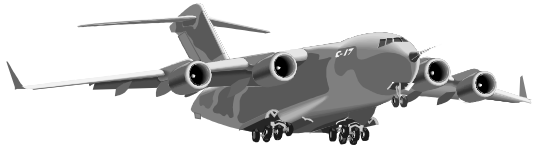
DEVELOPMENT OPPORTUNITIES

- *TUITION ASSISTANCE*

- *SHORT-TERM TRAINING*
  - *LCCEP FUNDED COURSES*
  - *MANAGEMENT DEVELOPMENT CENTER COURSES*
  - *SQUADRON OFFICERS SCHOOL*

- *LONG-TERM TRAINING*
  - *AIR FORCE PROFESSIONAL CIVILIAN EDUCATION (PCE)*
  - *FULL-TIME AT LOCAL CIVILIAN INSTITUTIONS*
  - *PME - INTERMEDIATE AND SENIOR SERVICE SCHOOLS*
  - *EDUCATION WITH INDUSTRY*
  - *INDUSTRIAL DEVELOPMENT EDUCATION IN ACQUISITION*

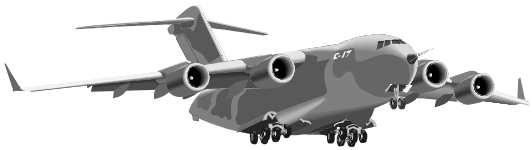
LCCEP



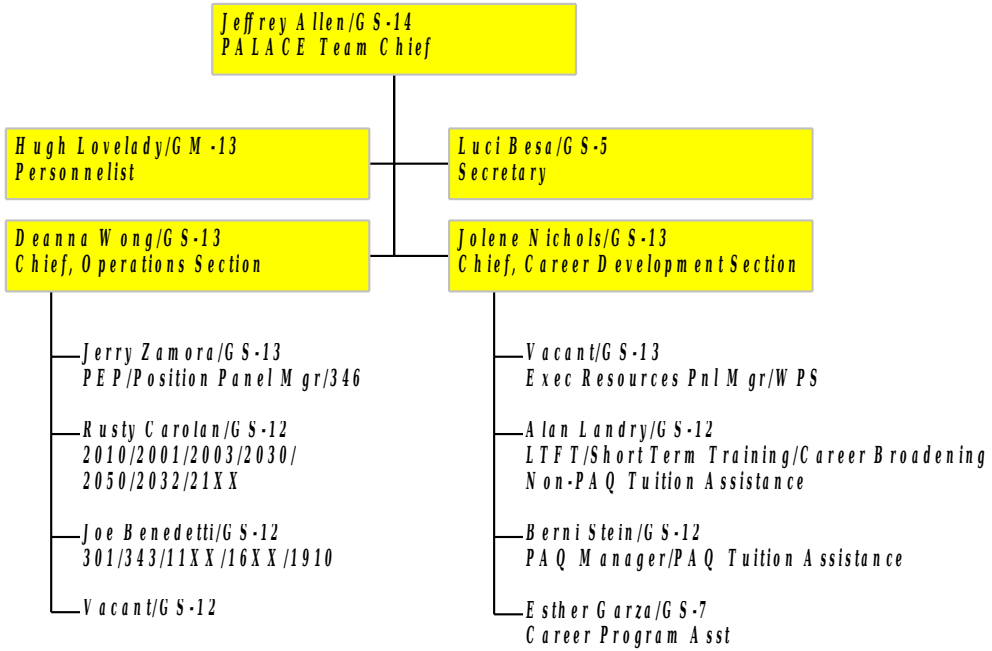
CAREER BROADENING PROGRAM

- ***PURPOSE: TO BROADEN THE EXPERIENCE OF HIGH POTENTIAL EMPLOYEES***
- ***LENGTH: 2 YEARS***
- ***LIMITED TO ONE ASSIGNMENT PER REGISTRANT***
- ***ELIGIBILITY REQUIREMENTS:***
  - ***PERMANENT GRADE OF GS-11 THRU GS-14***
  - ***MEET ONE YEAR TIME-IN-GRADE REQUIREMENT***
  - ***MEET BASIC ELIGIBILITY QUALIFICATIONS FOR LCCEP COVERED POSITIONS***
  - ***TAKE-BACK AGREEMENT REQUIRED***

LCCEP

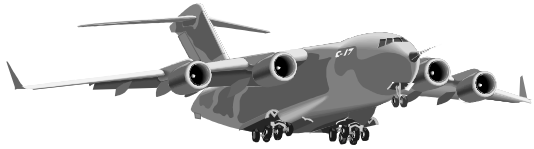


PALACE TEAM



AS OF 10 DEC

LCCEP

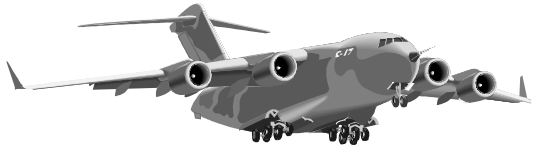


BIG FOUR

THINGS REGISTRANTS CAN DO TO HELP THEMSELVES

- *WORK ON WHOLE PERSON SCORE*
- *CHECK GEOGRAPHIC AVAILABILITY CODES*
- *REVIEW RECORDS*
- *CHECK PHONE NUMBER*

LCCEP



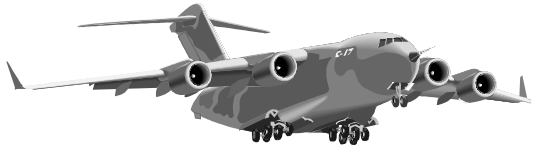
MANAGEMENT CAN HELP

THINGS MANAGERS CAN DO TO HELP REGISTRANTS

- ENCOURAGE / SUPPORT SELF DEVELOPMENT
  - PROFESSIONAL MILITARY EDUCATION (MAX 12 WPS POINTS)
    - CORRESPONDENCE
    - SEMINAR
  - CIVILIAN EDUCATION (MAX 48 WPS POINTS)
  - CERTIFIED PROFESSIONAL LOGISTICIAN (8 WPS POINTS)

- MANAGEMENT ACTION
  - BROADEN REGISTRANT INTO
    - ANOTHER FAMILY GROUP (MAX 24 WPS POINTS)
    - ANOTHER COMMAND (MAX 16 WPS POINTS)
    - ANOTHER ORGANIZATIONAL LEVEL (MAX 16 WPS POINTS)
    - SUPERVISORY POSITION (MAX 12 WPS POINTS)
    - MANAGEMENT POSITION (MAX 12 WPS POINTS)

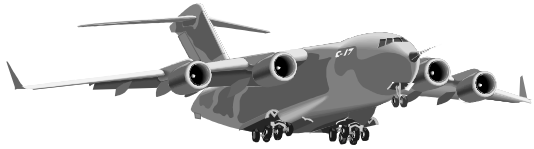
LCCEP



MANAGEMENT CAN HELP

- ***MANAGEMENT ACTION (CONT…)***
  - ***NOMINATE FOR PROFESSIONAL CIVILIAN EDUCATION (12 WPS POINTS)***
  - ***NOMINATE FOR PME IN RESIDENCE (MAX 12 WPS POINTS)***
  - ***NOMINATE FOR CAREER BROADENING***
  - ***REVIEW ANNUAL CAREER ENHANCEMENT PLAN WITH REGISTRANT***
  - ***REVIEW ANNUAL CAREER BRIEF WITH REGISTRANT***

LCCEP

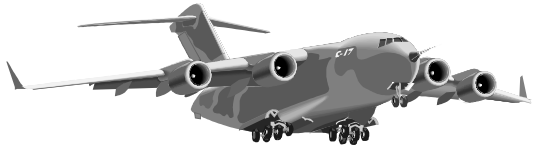


CURRENT INITIATIVES

- ***GS-15 PILOT PROGRAM***
  - *IMPLEMENTATION – 1 JUL 01*

- ***MODERN DEFENSE CIVILIAN PERSONNEL DATA SYSTEM IMPLEMENTATION***
  - *CIVILIAN ANNOUNCEMENT NOTIFICATION SYSTEM (CANS)*
  - *SELF-NOMINATION*

LCCEP



World Wide Web

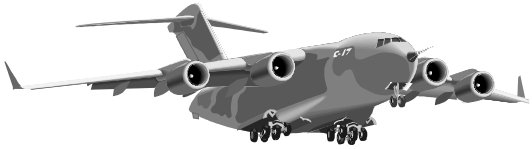
HQ AIR FORCE PERSONNEL CENTER (AFPC)
http://www.afpc.randolph.af.mil

HQ AIR FORCE PERSONNEL CENTER (AFPC/DPC) PCS HOMEPAGE
http://www.afpc.randolph.af.mil/dpc/pcs/pcs.htm

AF CIVILIAN CAREER MANAGEMENT DIRECTORATE
http://www.afpc.randolph.af.mil/cp/

LOGISTICS CIVILIAN CAREER ENHANCEMENT PROGRAM (LCCEP)
http://www.afpc.randolph.af.mil/cp/lccep/

LCCEP



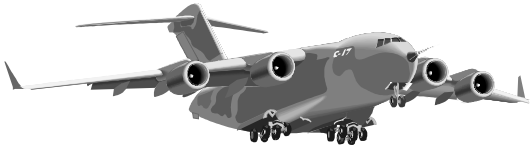
World Wide Web

INFORMATION AVAILABLE FROM LCCEP HOME PAGE

http://www.afpc.randolph.af.mil/cp/lccep/

- ***GENERAL INFORMATION***
  - ***ACQUISITION PROFESSIONAL DEVELOPMENT PROGRAM (APDP)***
  - ***DOCUMENT LIBRARY (LCCEP)***
  - ***CAREER BROADENING***
  - ***TEAM MEMBERS***
- ***PERSONAL RECORD REVIEW***
  - ***GEOLOC***
  - ***TRAINING HISTORY***
  - ***WPS REVIEW***
- ***TRAINING***
  - ***AF TRAINING & DEVELOPMENT GUIDE - LCCEP PORTION***
- ***PALACE ACQUIRE (PAQ) INTERN PROGRAM***

LCCEP



PALACE TEAM

PHONE NUMBERS: ***CAREER DEVELOPMENT SECTION***

DSN: 665-2365 / 2690

COM: (210) 565-2365 / 2690

OPERATIONS SECTION

DSN: 665-4087 / 4088

COM: (210) 565-4087 / 4088

FAX

DSN: 665-4272

COM: (210) 565-4272